

## **What can Executive Coaching do for me?**

The coach works with the client and their teams to plan strategically and to assess, learn and take positive, committed, timely action in a fast-paced environment. The context for the executive is the ability to consistently think “outside-the-box” and to take new actions after being coached that were previously unavailable to this executive. Ideally this coaching should take place within the context, and in active support, of the organization’s core strategies. Exercises based on achievable, meaningful, impactful objectives designed with the client are to increase the executives’ achievements as a business professional.

Most coaches have expertise in areas such as:

- Leadership and Management Development
- Communication Skills
- Executives in Transition
- Change Management Situations
- Corporate Cultural Alignment
- Influencing Strategic Development
- Strengthening group dynamics to enhance individual and team creativity
- Teamwork and achievement
- Providing comprehensive feedback to the client obtained from interviewing peers, direct reports, and the boss
- Administering Formal Assessments

A coach may discuss your Comfort Zone and its need to grow and expand. If you stay in the Panic Zone most of the time, the challenges of daily assignments may seem to be overwhelming. We are fearful and therefore our performance is degraded and learning is hampered. As we learn, grow, and adapt; we expand our Comfort Zone, actions have there greatest chance of success – we are more Centered. If we operate mostly from our Comfort Zone challenges are more manageable and we are able to learn more easily. As we learn new processes and manage anxiety we naturally regain our Centered position in our Comfort Zone.

### **As we move up the competence ladder we go from:**

- Unconscious Incompetence – “I don’t know what I don’t know”
- To Conscious Incompetence – “I know I don’t know but am willing to learn”
- To Conscious Competence – “I know if I concentrate I can do this”
- To Unconscious Competence – “I can do this without even thinking about it”

As new assignments come our way and we are asked to utilize new tools and techniques we go back to the first step. A coach can make the client aware of such processes and the natural emotions involved as we continually learn, improve, and take new actions.

### **What I Value Most In A Person**

Have you identified your true values? Look at the list and circle ten values that mean the most to you, pick ones that really resonate as important:

- |                          |                  |                             |
|--------------------------|------------------|-----------------------------|
| • Accomplishment/Results | Achievement      | Adventure/excitement        |
| • Aesthetics/beauty      | Altruism         | Autonomy                    |
| • Clarity                | Commitment       | Community                   |
| • Completion             | Connecting       | Creativity                  |
| • Emotional health       | Environment      | Freedom                     |
| • Taking Action          | Fun              | Honesty                     |
| • Humor                  | Integrity        | Intimacy                    |
| • Joy                    | Leadership       | Loyalty                     |
| • Openness               | Personal Growth  | Mastery/excellence          |
| • Orderliness/Accuracy   | Nature           | Partnership                 |
| • Power                  | Privacy/solitude | Recognition/acknowledgement |
| • Risk taking            | Romance/magic    | Security                    |
| • Self-expression        | Sensuality       | Service/contribution        |
| • Spirituality           | Trust            | Vitality                    |

Of the ten pick five and write out an action plan:

1. What does this value look like if someone is strong in it? (write out the description)
2. Where would you rate yourself on a scale of 1 to 10 in this value now?
3. How could you improve and grow this competency/value in your life?
4. List a few steps you would be willing to take to improve your competency in this value?
5. Now start working on them.

Coaching is guiding the client through the steps of establishing a **vision** that is achievable based on logical levels of **change** to develop and maintain the identity, values, and beliefs they hold dear.

#### **Organization/Team**

- Vision model – what do we want to be as an organization or team?
- Culture + Strategy – who are we and what difference do we make?
- Motivation/goals/values – what do we believe and what impact will it have?
- Resources + potential – we can do what with the skills that we have?
- Actions/Projects/Implementation – we will do what?
- Results – what outcome will we have?

#### **Manager/Self**

- Vision sense – who am I or what do I want to change?
- Identity/personality – I am proud to be .... ?
- Beliefs + values – I will set my goals to be what?
- Skills and know-how –What can I do to achieve this long range goal?
- Behavior – When I have achieved this goal how do I behave?
- Results – When this goal is accomplished, what impact will it have?

**To obtain a coach you may call Janie Moyers, Executive Coaching Program Manager, at 544-7552.**